

# SAILOR to SAILOR

## Official Newsletter of the Chief of Naval Personnel

To Subscribe Email: [usnpeople.fct@navy.mil](mailto:usnpeople.fct@navy.mil)

Coming in September

- National Suicide Prevention Month
- National Hispanic Heritage Month
- Chiefs' Pinning

13 August Issue #18

### New Training Continuum Replaces Petty Officer Selectee Leadership Courses

The Navy is overhauling its approach to enlisted leadership training, transitioning to Sailor development courses that focus on building character. This series of formal courses for E-3 to E-6 Sailors, known as Enlisted Leader Development (ELD), began in April and will eventually be required for advancement.

The ELD training continuum replaces the Navy's current petty officer selectee leadership courses. The new material focuses on character, ethics, self-awareness, navigating stress, decision-making and what it means to be part of the profession of arms. A key change in this curriculum is that classes are not meant to be delivered immediately prior to a promotion, but as periodic, deliberate investments – once every three to five years – for the Navy's enlisted leaders.

The courses offered include:

- **Foundational Leader Development Course (FLDC):** for E-3 to E-4 Sailors
- **Intermediate Leader Development Course (ILDC):** for E-5 Sailors
- **Advanced Leader Development Course (ALDC):** for E-6
- **Command Navy Leader Development Facilitator Course:** trains E-7 and above to teach the courses
- **Chief Petty Officer Leader Development Course** (currently in development)
- **Master Navy Leader Development Facilitator Course;** trains senior enlisted Sailors to certify command-level facilitators

Existing selectee leadership courses have been discontinued and replaced by FLDC, ILDC and ALDC. Commands should review the additional information on the MyNavy Portal ELD page at <https://my.navy.mil/> to schedule appropriate classes for facilitator certification, Sailor attendance or to host a course. **Complete information can be found in NAVADMIN 185/19**

### Policy on Hemp-Derived Products



**ALNAV 057/19** - released Aug. 7 - references and reiterates current Department of Navy (DoN) policy, SECNAVINST 5300.28F, regarding substance abuse and establishes the prohibition of use, ingestion, consumption or application of cannabinoid formulations made or derived from hemp or marijuana.

The Agriculture Improvement Act of 2018, commonly known as the "2018 Farm Bill" includes legislation that defines hemp as a

cannabis plant that contains no more than 0.3 percent of tetrahydrocannabinol (THC), and allows for the cultivation and transfer of hemp-derived products across state lines. Navy policy has not been affected by the passage of this legislation. All products derived from hemp or marijuana are still prohibited. While currently deemed legal for civilians in some states, all hemp and cannabidiol (CBD) products are strictly prohibited for use by Sailors.

Commercially-available hemp products, including CBD, have not been inspected by the Food and Drug Administration and have not been proven to diagnose, treat, prevent or cure any illness. Some of these products do not list all ingredients, making it impossible to know definitively how much CBD, THC or other synthetic cannabinoids they may contain. Use, defined as oral ingestion, intravenous use, smoking/vaporization or any other method through which hemp-derived products may enter the body, could expose the user to THC. It is possible to test positive for THC on a urinalysis by using a CBD or hemp product. It can be impossible to determine where a CBD or hemp product was manufactured and what level of THC it may contain. Even trace amounts of THC can accumulate in the body and be detected in a urinalysis screening.

Sailors who test positive for THC or other controlled substances for which they have no valid prescription are subject to mandatory administrative processing and could receive a discharge characterized as "Other Than Honorable", which can affect future veteran's benefits and employment opportunities. Additionally, the Navy reports unlawful drug users to the Federal Bureau of Investigation for inclusion in the National Instant Criminal Background Check System, which could impact the ability to purchase firearms or ammunition in the future.

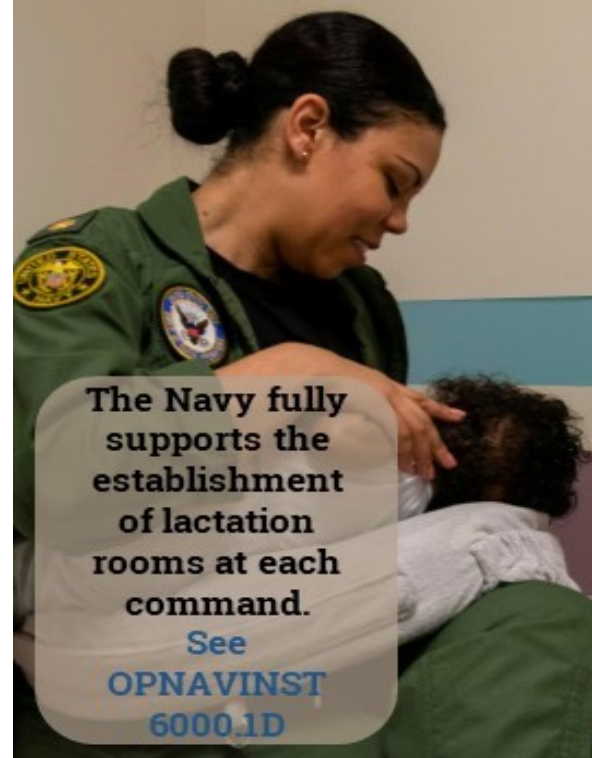
Avoid intentional or accidental exposure to THC and other prohibited substances. **Navy drug detection and deterrence information, and the Navy policy on hemp and CBD products can be found at:** [https://www.public.navy.mil/bupers-npc/support/21st\\_Century\\_Sailor/DDD/Pages/default.aspx](https://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/DDD/Pages/default.aspx).

### COMING SOON

Be on the Lookout for these Personnel Announcements

- ♦ **FY-20 General Military Training Requirements**
- ♦ **Active Duty Officer Board Results**

### August is National Breastfeeding Awareness Month



## More Sailor-Friendly Options for PCS Moves

As part of MyNavy HR's ongoing pay and personnel transformation efforts to improve the Navy experience for Sailors and their families, a new pilot program was announced in **NAVADMIN 184/19** that allows Sailors to use their Government Travel Charge Card (GTCC) for Permanent Change of Station (PCS) move travel expenses. The initial pilot population includes Active Duty Sailors who are existing GTCC cardholders, executing CONUS-to-CONUS moves with less than 30 days of combined travel and temporary duty under instruction, and who are single or traveling with accompanied dependents.

Sailors who elect to participate in the pilot program may use the GTCC for temporary lodging at their old or new permanent duty station, fuel for privately owned vehicles used as part of PCS travel, and for lodging and meals en route to their new duty station. If entitled, Sailors may use their GTCC for Dislocation Allowance-related expenses normally associated with the establishment of a new household.

This pilot period allows Navy the time to evaluate the rollout through all phases of the PCS process, receive feedback from participating Sailors and commands and fix any unknown issues before expanding the program for as many Sailors as possible in the near future.

Also announced in **NAVADMIN 183/19** were new Lean Orders, a streamlined, simplified, and plain language orders format, as well as a new PCS Entitlements Calculator. The calculator provides Sailors a user-friendly tool to easily determine PCS travel entitlements. Both the lean orders and calculator can be accessed using a mobile device.

Sailors should work with their Command Pay and Personnel Administrator and GTCC Agency Program Coordinator when pursuing available options, such as advance travel pay and GTCC eligibility for their PCS move.

Have questions? Contact the MyNavy Career Center (MNCC) Contact Center via email: [askmncc@navy.mil](mailto:askmncc@navy.mil) or by phone at (833) 330-MNCC (6622).



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## NAVADMINs

182/19 Modification to Notice of Convening FY-20 Officer Continuation Selection Boards and Announcement of Continuation Policy  
178/19 Post 9-11 GI Bill Exception to Policy  
177/19 FY-19 Full-Time Support Aviation Department Head Retention Bonus



## New Chief Petty Officer Uniform Allowances

As we welcome the newest Chiefs into the ranks, it is important that all Chiefs know about Navy uniform regulations including CPO uniform allowances and

clothing requirements. The Special Initial Clothing Allowance (SICA), is paid to Active, Full Time Support and Selected Reserve Chiefs to obtain required CPO clothing. The SICA rate for FY2019 is \$1,042.75 for men and \$1,075.87 for women.

All Chiefs must hold themselves to a higher standard and be an example for their junior Sailors - that starts with having a squared away uniform.

The easiest way to stay informed about all uniform regulations and updates is to use the MyNavy Uniforms app that can be downloaded from Apple, Google and the Navy App Locker.

Spread the word! Our goal is to raise awareness and assist with proper budgeting for current and new CPO members.

## Apps Amazing!!



The Final Multiple Score (FMS) Calculator app is ready for download after undergoing a redesign that complements the MyNavy Portal FMS Calculator.

The app calculates projected FMS for E3 through E6 Sailors who are eligible for advancement to paygrades E4 through E7. A simple single-screen display enables users to populate FMS elements with data representing individual accomplishments and other required data. By using a series of sliders to adjust values, Sailors can create "what if" FMS scenarios and compare them with historical FMS minimum cut scores. This release includes changes in the FMS formulas and implementation of NAVADMIN 312/18, as well as the Reporting Senior's Cumulative Average and Performance Mark Average policy. The FMS Calculator app is part of a larger MyNavy HR strategy to improve the way Sailors manage their careers!



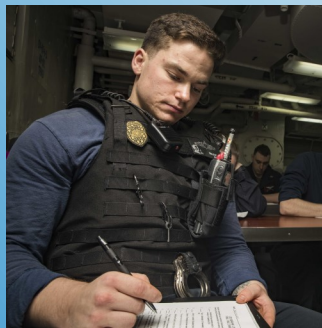
# MYTHS: BUSTED

## “Do I still have to sign my Enlisted Advancement Worksheet for the fall exams despite automation?”

Yes. Active Duty Sailors must go to Navy Standard Integrated Personnel System (NSIPS) to review their Enlisted Advancement Worksheet (EAW) data, enter comments, attach supporting documents - if applicable sign, and maintain awareness of worksheet status through the advancement cycle. Pay particular attention to the Reporting Senior's Cumulative Average, Performance Mark Average, Professional Military Knowledge - Eligibility Exam validation, clearance status, awards and higher education entries.

Of note...Command Educational Services Officers (ESOs) must register their EAW accounts in NSIPS before they can assist Sailors. Sailors taking the Fall 2019 exam (Cycle 105 and 244) should check with their command ESO and verify all entries on the screen.

For additional information about EAW user roles in NSIPS, see NAVAMDMIN 312/18 or visit <https://www.public.navy.mil/bupers-npc/career/enlistedcareeradmin/Advancement/Pages/EAW.aspx>.



## On Sea Duty? NCPACE Offers Alternatives to Help Pay for School

Sailors on sea duty can use Navy College Program for Afloat College Education Distance Learning (NCPACE DL) as a college funding source.

**Money for School.** NCPACE DL still has FY-19 funding available! Sailors need to submit their applications early because

NCPACE DL applications must be command approved no later than 14 days prior to the institution's official term start date.

**Duty Status is Key.** NCPACE DL is for Sailors assigned to Type 2 or 4 sea duty commands, whether they are deployed or not. Sailors performing IAs/OSAs/GSAs may be eligible for NCPACE DL while deployed overseas.

**Individual Initiative.** Eligible Sailors can sign up for an NCPACE DL course just like using Tuition Assistance.

The NCPACE DL application process is very similar to WebTA and can be completed by going to MyNavy Education using MyNavy Portal at <https://my.navy.mil/>. For Sailor ease, the courses listed in the catalog will provide course and school POC information. Eligible Sailors simply fill out the application and identify a proctor who will administer any exams.

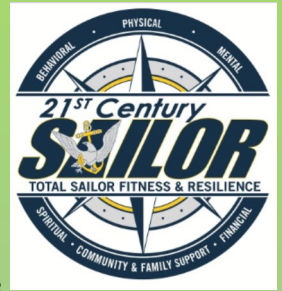
For assistance, contact the NCVEC or OCONUS Navy College Office at <https://www.navycollege.navy.mil/contact.htm>. For more information on NCPACE DL, visit the Navy College Program website at <https://www.navycollege.navy.mil/information-for-commands/tuition-assistance.htm> and <https://www.navycollege.navy.mil/ncpace/sailor/dl/dl-sailor-distance-learning.htm>.



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Have questions?

## Suicide Prevention During the 101 Critical Days of Summer



The 101 Critical Days of Summer are always a time to focus on safety – responsible drinking, boating safety, swimming safety and more – but suicide prevention efforts aren't always included as a focus. The causes of suicide are complex, and while seasonality and weather are not significant risk factors, researchers have observed some associations between warm weather and suicide rates. Additionally, the stresses of military moves and accompanying separation from known support networks can be very difficult during this time of year. For these reasons and more, suicide prevention efforts are an important part of summer safety.

**Use caution if drinking and watch out for your shipmates if they choose to drink.** Alcohol abuse has been consistently associated with suicidal behavior, according to the National Institutes of Health. Consuming alcohol can lower inhibitions, increase impulsiveness and impair judgement. Alcohol abuse can also lead to social withdrawal and all of these attributes can lead to greater suicide risk.

**Understand how to reduce access to lethal means.** Reducing access to lethal means of self-harm is key if a person is at risk of suicide, according to the Suicide Prevention Resource Center. Many suicide attempts happen during a short-term crisis, so reducing access to deadly medications or to firearms is important. Always store medications and firearms safely, or remove them from the area completely if you are concerned about those nearby.

**Stay connected during times of change.** Relationships play an invaluable role in our lives and are one of the Principles of Resilience. During the summer, when people are coming and going as a part of Navy life, it's easy to feel disconnected. Check in on your friends who have left and reach out to new people in your community. Help create a feeling of belongingness in those around you and for yourself.

Suicide prevention is an all-hands, year-round responsibility. If you think a shipmate is having trouble navigating stress - ACT (Ask, Care, Treat):

- **Ask.** Ask directly: Are you thinking of killing yourself?
  - **Care.** Show that you care by listening without judgment and offering hope. Be there.
  - **Treat.** Help your friend connect with a support system immediately.
- Contact the Military Crisis Line (call 800-273-TALK and Press 1 or text 838255), escort them to the nearest Chaplain, provider or leader, or call 911 if danger is imminent.** Stay in contact with your friend throughout their treatment to promote a healthy recovery.

The **Every Sailor, Every Day** campaign has fact sheets, infographics, posters and magnets educating Sailors and families on key Operational Stress Control (OSC) concepts. Visit <https://go.usa.gov/xyEBp> to download materials, including the Principles of Resilience graphic and Lethal Means Safety graphics, or order them free of charge from the Naval Logistics Library.

## Meritorious Advancement Program Automation

The Navy announced a shift to an automation of the Active Duty (AD) Meritorious Advancement Program (MAP) process within Navy Standard Integrated Personnel System (NSIPS), beginning with 2019 MAP Season Two. At the command level, it is imperative for both the command reporting senior and the command reviewer to establish NSIPS user roles for the AD MAP automation process. Commands with allocated quotas must request permission to set up their MAP user roles in NSIPS.

When the AD MAP Season begins Sept.1, quotas will be uploaded into the system and can be found under the quota summary report tab. Quotas can also be found on MyNavy Portal at <https://www.mnp.navy.mil/group/advancement-and-promotion/a-enlisted-advancement-resources-and-links>.

For more information about MAP Season Two and program automation, check out NAVADMIN 176/19.

## THE CATCH PROGRAM ALLOWS A VICTIM WHO HAS FILED A RESTRICTED REPORT THE OPPORTUNITY TO ANONYMOUSLY DISCLOSE SUSPECT OR INCIDENT INFORMATION TO LAW ENFORCEMENT VIA A CONFIDENTIAL DATABASE FOR THE PURPOSES OF MATCHING THAT SUSPECT TO OTHER VICTIMS

Section 543 of the Carl Levin and Howard P. "Buck" McKean National Defense Authorization Act for FY 2015 (Public Law 113-291), required the Secretary of Defense to develop a plan that would allow a Restricted Reporting adult victim to disclose suspect or incident information for the purpose of identifying individuals suspected of perpetrating multiple sexual assaults. In response to this requirement, the Department developed the "Catch a Serial Offender (CATCH)" Program.

## GENERAL BACKGROUND

- Individuals electing to participate anonymously put as much or as little identifying information about the person(s) that assaulted them into the database.
- The database will be queried with data from local and national law enforcement agencies and if a match is made, a Sexual Assault Response Coordinator (SARC) will contact the victim to see if they would like to convert the report to unrestricted.
- Current and former Service Members or their adult dependents, who file or have filed a Restricted Report are eligible to submit an entry into the CATCH Program.
- The SARC and the Sexual Assault Prevention and Response Victim Advocate (SAPR VA) will inform every Restricted Reporting victim of the opportunity to participate in the CATCH Program, but not encourage or discourage participation, at the time of filling out the DD Form 2910.
- Participation in the CATCH Program is voluntary and the victim may decline to participate in the process at any stage, even after being contacted that there was a match in the CATCH server. **There shall be no adverse consequences if the victim does not choose to participate.**

## HOW DO I FIND OUT MORE ABOUT THE CATCH PROGRAM?

Your local SARC and SAPR VA are your best resources for the CATCH program.

## TO ACCESS A SARC CALL THE DOD SAFE HELPLINE:

**1-877-995-5247**

ANONYMOUS | CONFIDENTIAL | 24/7

**SafeHelpline.org**